



# Wenye Group Holdings Limited 文業集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1802

# 2024

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
REPORT



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## 1. ABOUT THIS REPORT

Wenye Group Holdings Limited (referred to as the ‘**Company**’) and its subsidiary companies (referred to as ‘**Wenye Group**’, the ‘**Group**’ or ‘**We**’), headquartered in Shenzhen City, Guangdong Province in China, provide architectural building decoration services. We are able to provide our customers with more professional and comprehensive services with over 30 years of operating history. Our projects cover different aspects of interior and exterior architectural building decorations, which include (i) Interior Architectural Decoration and Installation; (ii) Interior Electromechanical Installation; (iii) Fire Safety Installation; (iv) Electronic and Intelligent System Installation; and (v) Curtain Wall Installation. We are pleased to publish the fifth Environmental, Social and Governance Report (referred to as ‘**ESG Report**’ or the ‘**Report**’), hence demonstrating the principles we uphold in fulfilling corporate social responsibility and our sustainable development concept, and summarizing the Company’s work and practices in the areas of environmental, society and governance (referred to as ‘**ESG**’).

### 1.1 Reporting Standards

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (referred to as the ‘**Guide**’) under Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (referred to as the ‘**Listing Rules**’) issued by the Stock Exchange of Hong Kong Limited (referred to as the ‘**Stock Exchange**’). This Report has followed the “comply or explain” principles of the Guide. Readers can refer to part 10 of this Report: The ESG Reporting Guide Content Index of the Stock Exchange of Hong Kong Limited for quick reference.

We publish this Report in accordance with the principles of materiality, quantification, balance, and consistency.

Materiality	During the preparation process, this Report has identified significant stakeholders and determine the materiality of ESG issues based on the process and results of surveys, engagement with stakeholders and assessment of the materiality.
Quantification	All data in this Report came from relevant statistical reports and documents of the Group. This Report also published the relevant stands and methods in the calculation of greenhouse gas emissions and energy consumption.
Balance	This Report follows the principle of accuracy, objectivity, unbiasedness to demonstrate ESG management performance of the Group.
Consistency	This Report employs consistent statistical methods for data disclosed with those of the previous years to facilitate comparisons.

## 1.2 Scope of the Report

This Report only covers the Group's headquarters office in Shenzhen. During the Reporting Period, the revenue from our headquarters accounts for approximately 100% of the Group's total revenue and the number of employees represents 100% of the Group's total workforce.

## 1.3 Reporting Period

This Report only demonstrates the initiative and performance in environmental and social aspects from 1 January 2024 to 31 December 2024 (referred to as the '**Reporting Period**' or the '**Year**').

## 1.4 Reporting Language

This Report has traditional Chinese and English versions and both have been uploaded to the Stock Exchange's website and the Company's website (<http://www.szwyzs.com.cn>). In case of any discrepancy, the traditional Chinese version shall prevail.

## 1.5 Feedback

Any comments and suggestions from stakeholders can help the Group to plan its sustainable development strategy. If you have any feedback, you are welcome to contact our Board Office at:

Email: [ir@szwyzs.com.cn](mailto:ir@szwyzs.com.cn)

Telephone: (0755) 8328 8118

## 2. ESG STRATEGY

### 2.1 Statement of the Board

During the Reporting Period, the Board is fully responsible for the Group's ESG governance and formulates management policies and strategies for sustainable development. With the Board's authorization, the ESG working group has been established by assigning professional employees from various departments. The ESG working group determines the management approach and work objectives after they consider and evaluate the concerns of every stakeholder through materiality assessments. In the Reporting Period, the ESG working group regularly reports to the Board to review the Group's compliance with sustainable development management policies.

### 2.2 ESG Working Group

Wenye Group has established the ESG working group to fulfill the following responsibilities in order to achieve better ESG management:

The Board	ESG working group	Departments
<ul style="list-style-type: none"><li>• Supervise and manage ESG issues</li><li>• Formulate sustainable development strategies</li><li>• Review effectiveness of ESG management</li></ul>	<ul style="list-style-type: none"><li>• Monitor policies related to ESG issues to ensure compliance with laws and regulations</li><li>• Report the ESG related working progress to the Board</li><li>• Advise the Board regarding ESG issues</li></ul>	<ul style="list-style-type: none"><li>• Implement ESG related policies.</li><li>• Assist in collecting data related to ESG reports.</li></ul>

## 2.3 Stakeholder Engagement

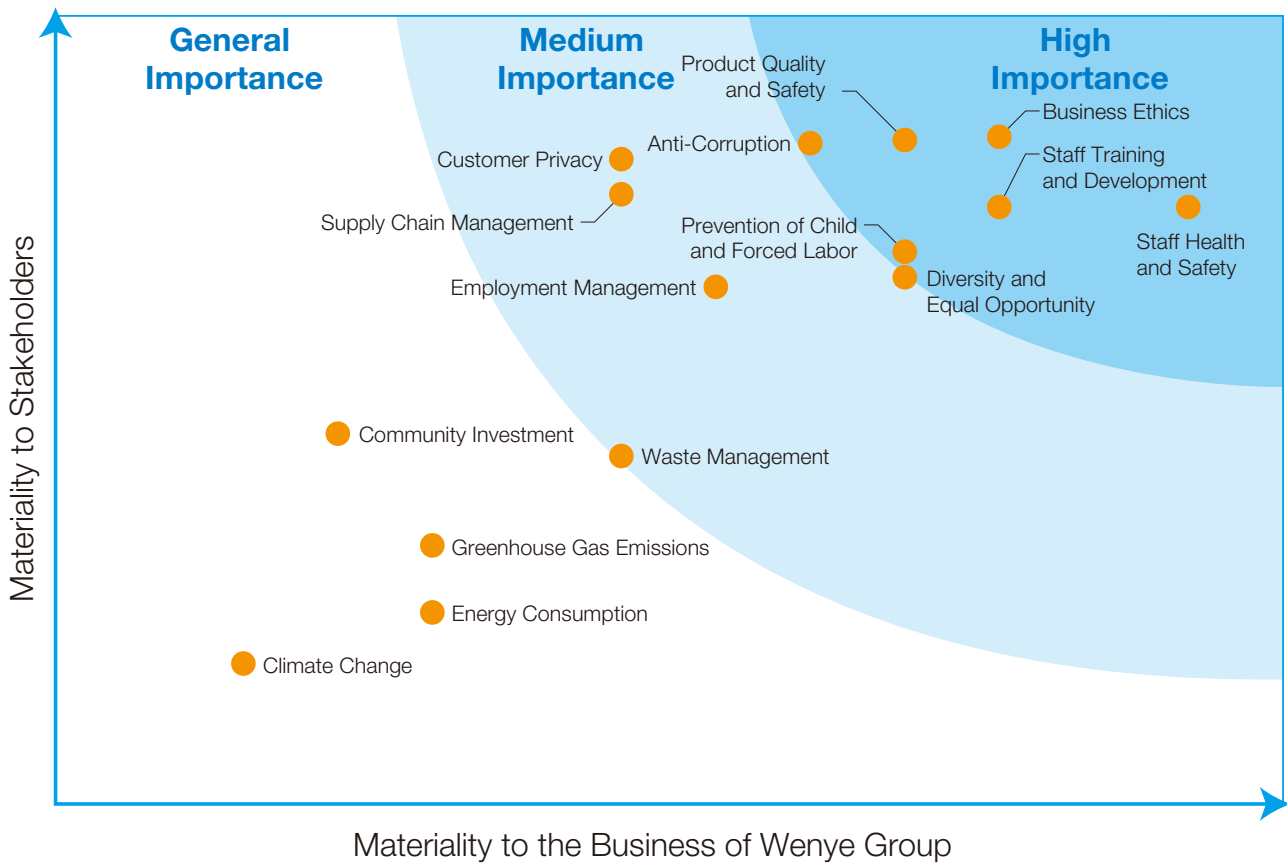
We consider support from stakeholders as an indispensable part of our management. We continuously communicate and engage with every stakeholder to understand their concerns through various channels. The majority of our stakeholders are customers, shareholders, suppliers, and other stakeholders. They can understand our inputs and achievements more comprehensively and assist us in improving the Group's ESG management through the following main communication methods.

Key Stakeholders	Main communication methods
Customers	<ul style="list-style-type: none"><li>• Email</li><li>• Direct communication</li><li>• Telephone</li></ul>
Shareholders	<ul style="list-style-type: none"><li>• Annual general meetings and other general meetings</li><li>• Mid-term and annual reports</li><li>• Corporate communications, e.g. letters or circulars to shareholders and notices of meetings</li><li>• Performance announcements</li></ul>
Employees	<ul style="list-style-type: none"><li>• Channels for employees to express their opinion including forms and suggestion boxes, etc.</li><li>• Whistleblower channel of the Group</li><li>• Email</li></ul>
Investors	<ul style="list-style-type: none"><li>• Performance announcements</li><li>• Senior management meetings</li></ul>
Regulatory Authorities	<ul style="list-style-type: none"><li>• Compliance reports</li></ul>
Media	<ul style="list-style-type: none"><li>• Performance announcements</li></ul>
Suppliers	<ul style="list-style-type: none"><li>• Supplier management procedures</li><li>• Contracts</li></ul>

## 2.4 Materiality Assessment

The Board and the ESG working group consider that the materiality assessment results of the Year 2022 are still applicable to the Year since (i) there are no significant changes in our business and operating environment for this year (ii) the results of materiality assessment from the previous year still meet stakeholders' expectations.

### Materiality Matrix of Wenye Group



### 3. ENVIRONMENTAL PROTECTION

We strictly adhere to the relevant environmental laws and regulations, including but not limited to: the 'Environmental Protection Law of the People's Republic of China' (《中華人民共和國環境保護法》), the 'Law of the People's Republic of China on the Prevention and Control of Water Pollution' (《中華人民共和國噪聲污染防治法》), the 'Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes' (《中華人民共和國固體廢物污染環境防治法》), the 'Energy Conservation Law of the People's Republic of China' (《中華人民共和國環境保護法》), the 'Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution' (《中華人民共和國噪聲污染防治法》), etc. We are committed to following sustainable development management policies in our daily business operations.

We adopt environmental protection initiatives during our construction process. To reduce unnecessary noise, we employ high-quality equipment, install noise reduction facilities, and turn off the power of idle equipment. We also employ recyclable materials while maximizing the effective use of decoration materials.

During the Year, the Group was not aware of any material violations or incidents related to environmental laws and regulations.

#### 3.1 GreenHouse Gas Emissions

The greenhouse gas emissions by the Group are mainly released from fossil fuel consumption and electricity consumption. We monitor the environmental performance of our operation in a regulated systematic manner and formulated a set of policies and procedures to monitor the emission of greenhouse gas and waste, and to ensure that all operations are in compliance with the national and local environmental standards.

The greenhouse gas emissions performance of the Group's headquarters in Shenzhen is as follows:

Greenhouse Gas Emissions Performance	Unit	2024
<b>Greenhouse Gas Emissions</b>		
Scope 1 Direct greenhouse gas emissions	Tonnes of CO <sub>2</sub> e	14.82
Scope 2 Indirect greenhouse gas emissions	Tonnes of CO <sub>2</sub> e	70.23
Total greenhouse gas emissions	Tonnes of CO <sub>2</sub> e	85.05
<b>Intensity of Greenhouse Gas Emissions</b>		
Per square meter (Scope 1 & 2)	Tonnes of CO <sub>2</sub> e/m <sup>2</sup>	0.024

Scope 1: Direct greenhouse gas emissions from sources that are owned and controlled by the Group.

Scope 2: Indirect greenhouse gas emissions from electricity generation, heating and cooling or steam purchased by the Group.



### 3.2 Energy Consumption

The Group emphasizes on saving electricity. We strictly select energy-efficient equipment and electrical appliances for use in operation and office areas. Electrical equipment, including lightning, air conditioners and electric fans, etc. are turned on according to need during office hours, and staff are encouraged to have monitor electricity consumption. On office floors, LED lighting and natural light are deployed in large extent. The Group controls the use of energy and improves resource usage efficiency through daily management and monitoring of energy consumption.

During the Year, the total electricity consumption was 98,316 kWh, and the intensity of electricity consumption was 27.61 kWh per square meter.

### 3.3 Water Conservation

The Group's daily used water supply is from municipal water supply, while bottled water is purchased for drinking. We hope every staff can make the best use of water resources and reduce wastage. We have checked regularly the water facilities, pipes and taps to prevent wasting water. We also enhance our staff's awareness in water conservation. Once damaged pipes or valves or water leakage is found, the staff shall inform relevant department to repair them in a timely manner. Effective water-saving production methods and instruments are adopted.

During the Reporting Period, the Group's total water consumption was 2,782 cubic meter and the water consumption per square meter was 0.57 cubic meter. Compared to the year 2023, it has decreased by 20%.

### 3.4 Waste Reduction

We promote saving material and avoid wastage. We encourage reuse materials, like paper.

Our office used paper from suppliers who all have been awarded the ISO14001 environmental management system certification and ISO9001 quality management system certification. During the Reporting Period, we consumed a total of 1.34 tonnes of paper, with an average consumption of 18.8 kilogram by each employee.

We also formulated the 'Regulations on the Management of the Use of Informatized Office Equipment of Wenye Decoration'. It required all informatized office equipment and accessories to be registered and managed in a unified manner and allocated according to actual needs. For aging office equipment, we strive to reuse them as much as possible after maintenance and repairs.

Our non-hazardous waste during the Year was mainly made up of office domestic waste, which amounted to 1.61 tonnes (i.e. 22 kilogram per employee). All waste had been legally disposed of. Hazardous waste was mainly from discard computers, batteries, used ink cartridges, and toner cartridges, totaling 0.74 tonnes and 10.4 kilogram per employee.

### 3.5 Climate Change

Global climate change is a severe problem and we are well aware of how it may affect our business and operations. For the nature of our business, we have confirmed that acute physical risks will interfere with our operations.

Typhoons, heavy rain, floods, lighting, and other extreme weather all could probably result in acute physical risks. More frequent typhoons and heavy rain increase the possibility of power outages or damage to our equipment. In addition, extreme weather would also affect employees' commuting to the workplace. It can also lead to disruption in projects and the temporary closure of offices. These potential consequences can result in economic losses and increased operational costs for the Group.

We have implemented the following initiatives to prevent and minimize the potential impact brought by extreme weather:

Acute Physical Risks	
Extreme Weather	Preventive and mitigation initiatives
Typhoon	<ul style="list-style-type: none"><li>• Windows are secured by tapes to prevent damage</li><li>• Reinforce equipment that may be blown by strong winds</li><li>• Arrange employees to work from home according to information from the local meteorological bureau.</li></ul>
Heavy rain and floods	<ul style="list-style-type: none"><li>• Check all doors and windows to ensure that they are tightly closed.</li><li>• Arrange employees to work from home according to information from the local meteorological bureau.</li></ul>

## 4. EMPLOYEE CARE

Employee is an important asset of the Company, we care about their well-being, respect their personal traits, make sure that all employees are subject to legislative protection and have equal opportunity in their career path, also, we strive to increase their sense of belonging.

### 4.1 Recruitments

During staff recruitments, knowledge, ability, morality, physical fitness and job requirements are used as the selection standards, and they are not discriminated against because of their age, sex, sexual orientation, race, disability, marital status, pregnancy, religion and political factions, so as to maintain employment equality. We provide equal opportunities to employees in providing benefits, promotion, performance appraisal, training and career development.

### 4.2 Labor Standards

The Group strictly prohibits any unethical hiring practices, including child labor and forced labor in the workplace. Policies and procedures are established to comply with the relevant labor laws and regulation. During the recruitment process, we review the identity documents of the applicants and never hire any applicant below the legal working age.

### 4.3 Remuneration and Welfare

We have established a clear remuneration and welfare policy based on the principles of equal opportunity and anti-discrimination that complies with statutory requirements in the PRC and Hong Kong. The Group regularly examines staff salary levels to ensure it is up to standard. The Group collects up-to-date remuneration data within their industry and strives to establish a fair, reasonable and competitive remuneration scheme. Staff salaries are set according to their knowledge, skills, experiences and educational background against their corresponding work requirements. We protect their rights of rest days and holidays.

### 4.4 Training and Development

The Group adopts structured training and development approaches to ensure employees receiving continuous training and skills required at work. To align the staff career development with the long-term corporate business plan, we establish a comprehensive staff training programme aiming at building an excellent, professional, well-trained and responsible corporate team. This can raise our employee quality and ability, and can also enhance their team cohesion, thereby increasing the work efficiency. The Group conducts performance evaluation every year, and provided appropriate training to staffs based on the assessment result.

### 4.5 Health and Safety

The Group consistently implements the principle of safe production and occupational health. We have established various policies and procedures to strengthen our management to make sure a safe, joyful and healthful working environment for our employees and to comply with the relevant laws and regulations. We also provide frequent trainings to our staff for their awareness, knowledge and techniques of safety. Employees are provided with necessary protective supplies in accordance with the national requirements so that they can work under safe and hygienic conditions and to reduce the risk of accidents.

#### Compliance

During the Reporting Period, the Group did not identify any matters in respect of material breaches of relevant laws and regulations that have a material impact to the Group.

## 5. OPERATIONAL RESPONSIBILITY

We strictly adhere to the 'Anti-Unfair Competition Law of the People's Republic of China' (《中華人民共和國反不正當競爭法》), the 'Intellectual Property Law of the People's Republic of China' (《中華人民共和國知識產權法》), the 'Implementation Rules of the Patent Law of the People's Republic of China' (《中華人民共和國專利法實施細則》), the 'Trademark Law' (《中華人民共和國商標法》), the 'Copyright Law of the People's Republic of China' (《中華人民共和國著作權法》), the 'Advertising Law of the People's Republic of China' (《中華人民共和國廣告法》) and other relevant laws and regulations. We ensure that all publicly disclosed information undergoes review to provide the public with complete, truthful, and accurate information.

Additionally, we have a patent application process in place to encourage and to promote technological innovation and protection within the Group. We also require employees to comply with the Patent Law of the People's Republic of China (《中華人民共和國專利法》) and related regulations. They should not infringe upon the patent rights of other employees. If any violations are discovered, we shall report the case to relevant government authorities.

### 5.1 Product Quality

The Group adheres to high standards for product quality. All construction projects undertaken by the Group comply with the regulations and laws in connection with the construction industry such as 'Construction Law of the People's Republic of China' (《中華人民共和國建築法》) and the 'Regulations on Quality Control of Construction Projects' (《建設工程質量管理條例》). We also formulate basic procedure and guidelines. Our quality management system has earned ISO9001 certification. During the Reporting Period, the Group was not aware of any material violations of any relevant laws and regulations.

During the Reporting Period, we established a sound Engineering Management structure, including the Engineering Department, Contract Department, Quality and Safety Department, and Information Department. They each have the following responsibilities:

- |                        |   |
|------------------------|---|
| Engineering Department | <ul style="list-style-type: none"><li>• Comply with and implement the relevant laws, regulations, policies, and procedures related to national construction projects;</li><li>• Responsible for pre-construction work, research, data collection, and site surveys;</li><li>• Coordinate with project construction reporting and completion filing;</li><li>• Manage the entire process of project, quality, and safety in a civilized construction manner;</li><li>• Coordinate and resolve various issues that arise in the project department.</li></ul> |
| Contract Department    | <ul style="list-style-type: none"><li>• Responsible for the daily management of company contract fulfillment, including collecting, recording, and organizing data, as well as timely document filing and archiving;</li><li>• Responsible for contract clause review and overall project evaluation;</li><li>• Collaborate with the Cost Control Center to ensure accurate cost accounting and related tasks.</li></ul>  |

Quality and Safety  
Department

- Implement national and company regulations related to safety production, engineering quality, construction progress, civilized construction, occupational health, and environmental protection;
- Develop management systems and implement rules and methods for project safety production, engineering quality, and occupational health;
- Supervise and inspect safety production, engineering quality, occupational health, and special equipment;
- Organize, inspect, and evaluate the work of project quality reputation assessment, and ensure the implementation of safety production, engineering quality, and occupational health goals and measures;
- Responsible for the planning, guidance, acceptance, evaluation, and application of the construction of safe construction sites;
- Regularly organize safety production, engineering quality, occupational health, and special equipment safety inspections and special safety and quality rectification work;
- Participate in and cooperate with relevant departments in the investigation of accidents and the implementation of emergency measures for other emergencies;
- Responsible for the investment, utilization, supervision, and inspection of special funds for project safety production in the unit.

Information Department

- Collect data for all projects according to the project data collection list, establish a complete set of electronic data, and organize and archive it;
- Responsible for reviewing labor-related documents;
- Monitor employee attendance.

With regard to quality control, the Quality and Safety Department monitors the quality of the construction projects. The department strictly follows the specified requirements when accepting projects and keeping records, as well as reviewing the construction quality. Our project managers conduct comprehensive on-site safety and quality inspections and examine aspects including quality, safety and documentation. Our project managers also regularly administer safety education knowledge tests and provide re-education and assessment for our employees who did not pass the relevant internal assessments.

## 5.2 Client Service

During the Reporting Period, we did not receive any customer complaints or claims related to any part of our services.

## 5.3 Data Protection

The Group collects information from customers for different purposes and takes appropriate procedures to ensure that the information collected are solely for lawful and relevant purposes. It also strictly complies with the relevant laws and regulations in relation to the handling of sensitive information.

## 5.4 Anti-Corruption

We pay a lot attention to anti-corruption measures. The Group require various departments to actively cooperate with our anti-corruption management team and continuously monitor and optimize the process. During our operation, we ensure that the Group will strictly follow the 'Company Law of the People's Republic of China' (《中華人民共和國公司法》), the 'Anti-Money Laundering Law of the People's Republic of China' (《中華人民共和國反洗錢法》), the 'supervision Law of the People's Republic of China' (《中華人民共和國監察法》), the 'Criminal Law of the People's Republic of China' (《中華人民共和國刑法》) and other relevant laws and regulations. During the Reporting Period, the Group was not aware of any material violations of any relevant laws and regulations.

During the Reporting Period, the Group continues to implement the Internal Audit System from last year. Through the internal audit department, we conduct independent and objective inspections, supervision and evaluations of daily operational management. We encourage our employees to report any violations of the Company's relevant management systems to the Internal Audit and Supervision Committee through the internal audit mailbox. Our employees are strictly prohibited from using their authority for personal gain or to accept/provide entertainment, gifts, kickbacks, or other illegal benefits. We enhance and reinforce the awareness of anti-corruption risks among our directors and employees through anti-corruption training programs.

During the Reporting Period, we did not notice any significant violations of relevant laws in relation to the prevention of bribery, extortion, fraud, and money laundering. Also, the Group was not aware of any legal cases involving employees related to major violations such as corruption, bribery, exploitation, fraud, and money laundering.



## 6. COMMUNITY CONTRIBUTION

We actively promote business development and strive to assist in alleviating local employment pressures. We have maintained good operations, actively promoting environmental protection and to achieve good development order, and to some certain extent, we have contributed to social stability and building a harmonious community. We show active concerns for the society and community, and also encourage our stakeholders including the staffs to actively participate in different volunteer activities to care the underprivileged, with the aim of contributing to the society and community.

## 7. SUSTAINABILITY DATA STATEMENTS IN ENVIRONMENTAL ASPECTS

The following is a summary of sustainability data in environmental aspect of the Group's headquarters in Shenzhen for the Year:

Environmental Aspects	Unit	2024
<b>Vehicle emissions</b>		
Nitrogen oxides	kg	3.8
Sulphur oxides	kg	0.03
Particulate matter	kg	0.25
<b>Greenhouse Gas Emissions</b>		
Direct GHG emissions (Scope 1)	Tonnes of CO <sub>2</sub> e	16.79
Indirect GHG emissions (Scope 2)	Tonnes of CO <sub>2</sub> e	79.23
Total GHG emissions (Scopes 1 and 2)	Tonnes of CO <sub>2</sub> e	98.02
GHG emission intensity (per square meter) (Scopes 1 and 2)	Tonnes of CO <sub>2</sub> e/m <sup>2</sup>	0.024
<b>Energy Consumption</b>		
Total energy consumption	kWh	98,316
Energy consumption intensity (per employee)	kWh/employee	1,384.73
Consumption of purchased electricity	kWh	98,316
Electricity consumption per employee	kWh/employee	1,384.73
Gasoline consumption	kWh	2,100
Gasoline consumption per employee	kWh/employee	29.57
<b>Water Consumption</b>		
Total water consumption	m <sup>3</sup>	2,782
Water consumption intensity (per employee)	m <sup>3</sup> /employee	39.18
<b>Paper Consumption</b>		
Total paper consumption	tonnes	1.34
Paper consumption per capita	kg/employee	18.8
<b>Waste</b>		
Non-hazardous waste produced (e.g. office domestic waste)	tonnes	1.61
Non-hazardous waste produced per capita (e.g. office domestic waste)	tonnes/employee	0.022
Hazardous waste produced	kg	740
Hazardous waste produced per capita	kg/employee	10.4



## 8. SUSTAINABILITY DATA STATEMENTS IN SOCIAL ASPECTS

The following is a summary of the Group's sustainability data in social aspect for the Year:

Social Aspects	Unit	2024
<b>Employment management*</b>		
Total number of employees	Person	71
<b>By Gender</b>		
Female	Person	23
Male	Person	48
<b>By employment type</b>		
Full-time junior employees	Person	60
Full-time middle management	Person	8
Full-time senior management	Person	3
<b>By age group</b>		
Under 30 years old	Person	9
30–50 years old	Person	38
Over 50 years old	Person	24
<b>By geographic region</b>		
Shenzhen	Person	71
<b>Employee turnover rate**</b>		
Total turnover rate	%	13.41%
<b>By gender</b>		
Female	%	32.4%
Male	%	67.6%
<b>By age group</b>		
Under 30 years old	%	12.7%
30–50 years old	%	53.5%
Over 50 years old	%	33.8%
<b>By geographical region</b>		
Shenzhen	%	100%
<b>Work safety and health</b>		
Number of work-related fatalities in the past three years	Person	0
Lost days due to work-related injury	days	0

Social Aspects	Unit	2024
<b>Staff training</b>		
Percentage of female employees trained	%	23.64
Percentage of male employees trained	%	76.36
Average training hours per female employee	hours	2.49
Average training hours per male employee	hours	4.91
Percentage of full-time junior management trained	%	84.45
Percentage of full-time middle management trained	%	14.26
Percentage of full-time senior management trained	%	1.29
Average training hours for full-time junior management	hours	4.56
Average training hours for full-time middle management	hours	3.98
Average training hours for full-time senior management	hours	1.03
<b>Labor standards</b>		
Number of child labors found during the Reporting Period	person	0
Number of forced labors found during the Reporting Period	hours	0
Product Recalls due to Health and Safety Issues	cases	0

\* Calculated based on the number of employees as at 31st December 2024

\*\* Calculated as the percentage of total number of leavers in the Year to the sum of total number of employees and total number of leavers

## 9. THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

Indicators		Sections	
A. Environmental Aspects			
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.	3. Environmental Protection
	A1.1	The types of emissions and respective emissions data.	7. Sustainability Data Statements in Environmental Aspects
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7. Sustainability Data Statements in Environmental Aspects
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7. Sustainability Data Statements in Environmental Aspects
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	7. Sustainability Data Statements in Environmental Aspects
	A1.5	Description of emission target(s) set and steps taken to achieve them.	3.1 Greenhouse Gas Emission
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	3.4 Waste Reduction

Indicators			Sections
<b>A2: Use of Resources</b>	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	3. Environmental Protection
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	7. Sustainability Data Statements in Environmental Aspects
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	7. Sustainability Data Statements in Environmental Aspects
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	3.2 Energy Consumption
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	3.3 Water Conservation
	A2.5	Total packaging material used for finished products (in kg) and, if applicable, with reference to per unit produced.	Not application as the Group's business does not involve packaging materials
<b>A3: The Environment and Natural Resources</b>	General Disclosure	Policies on minimizing the issuers' significant impact on the environment and natural resources.	3.3 Environmental Protection
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3.3 Environmental Protection
<b>A4: Climate Change</b>	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	3.5 Climate Change
	A4.1	Description of significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	3.5 Climate Change

## Indicators

## Sections

### B. Employment and Labour Practices

<b>B1: Employment</b>	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4. Employee Care
	B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	8. Sustainability Data Statements in Social Aspects
	B1.2	Employee turnover rate by gender, age group and geographical region.	8. Sustainability Data Statements in Social Aspects
<b>B2: Health and Safety</b>	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.2 Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period.	4.2 Health and Safety
	B2.2	Lost days due to work-related injury.	4.2 Health and Safety
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.2 Health and Safety

Indicators			Sections
<b>B3: Development and Training</b>	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.3 Mutual Growth
	B3.1	Percentage of employees trained by gender and employee category (e.g. senior management, middle management).	8. Sustainability Data Statements in Social Aspects
	B3.2	Average training hours completed per employee by gender and employee category.	8. Sustainability Data Statements in Social Aspects
<b>B4: Labor Standards</b>	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	4. Employee Care
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	4.1 Employment
	B4.2	Description of steps taken to eliminate such practices when discovered.	4. Employee Care
<b>B5: Supply Chain Management</b>	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4 Cooperation with Suppliers
	B5.1	Number of suppliers by geographical region.	5.4 Cooperation with Suppliers
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	5.4 Cooperation with Suppliers
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.4 Cooperation with Suppliers
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.4 Cooperation with Suppliers

Indicators			Sections
<b>B6: Product Responsibility</b>	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	5. Operational Responsibility
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	5.1 Product Quality
	B6.2	Number of products and service-related complaints received and how they are dealt with.	5.2 Client Service
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5. Operational Responsibility
	B6.4	Description of quality assurance process and recall procedures.	5.1 Product Quality
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5.3 Data Protection
<b>B7: Anti-Corruption</b>	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.5 Anti-Corruption
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	5.5 Anti-Corruption
	B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	5.5 Anti-Corruption
	B7.3	Description of anti-corruption training provided to directors and employees.	5.5 Anti-Corruption
<b>B8: Community Contribution</b>	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	6. Community Contribution
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	6. Community Contribution
	B8.2	Resources contributed to the focus area.	6. Community Contribution